

1. The first group of variables includes the demographic characteristics of the respondents, such as age, gender, and education level. These variables are used to control for potential confounding factors that may influence the outcome variable.

2. The second group of variables includes the characteristics of the organizations, such as size, industry, and location. These variables are used to control for potential confounding factors that may influence the outcome variable.

3. The third group of variables includes the characteristics of the relationships, such as duration, frequency, and quality. These variables are used to control for potential confounding factors that may influence the outcome variable.

4. The fourth group of variables includes the characteristics of the outcomes, such as type, magnitude, and timing. These variables are used to control for potential confounding factors that may influence the outcome variable.

5. The fifth group of variables includes the characteristics of the context, such as culture, norms, and values. These variables are used to control for potential confounding factors that may influence the outcome variable.

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ALLEN, KEITH D.

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INTERFERENCE SEARCHED			
Class	Subclass	Date	Examiner
800	3,18,25	1/23/2004	CQ

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